



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

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| <u>Date:</u> 4-11-16 | <u>Interviewer:</u> Mohammed Cato | RFA #16 – 07 |
| <u>Name of Person(s) Requesting Assistance:</u> [REDACTED] | | |
| <u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED] | | |
| <u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> student | | |
| <u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> Lecturer [REDACTED] | | |
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To the best of your knowledge, please fill out the following:

Interviewee Status: Male x Female Administrator ☐ Faculty ☐ Staff ☐ Student ☐
 Concern Regarding: Male ☐ Female ☐ Administrator ☐ Faculty x Staff ☐ Student ☐

Category: *(Please check at least one)*

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|--|--|--|-------------------------------------|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input checked="" type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

| Time Line | | |
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| Date | Item | Comments |
| 4-11-16 | MC met with [REDACTED] to discuss concerns about a faculty member | [REDACTED] discloses that during class on 4/4/16, faculty member [REDACTED] said the word "fag" to describe a character from a Shakespearean play (Henry 8 th). [REDACTED] said that [REDACTED] did not provide context as to why he used the word and that [REDACTED] was offended by the comment. He did not want his identity disclosed but he wanted [REDACTED] to issue an apology to the class for the use of the word. MC indicated that he would talk to the professor and follow up with [REDACTED] but that he probably wouldn't be able to meet with the professor until next week. |
| 4-15-16 | MC calls [REDACTED] | MC leaves a voicemail for [REDACTED] and indicates he would like to talk about an EO related issue |
| 4-15-16 | [REDACTED] calls MC back | [REDACTED] asks what MC would like to talk about and MC tells him it's in reference to a word that he used in class [REDACTED] explains that he used the word "fag" to describe the feelings of Hotspur, a character from the play. According to [REDACTED] was trying to convey Hotspur's attitude toward an effeminate male character. In an attempt to further explain his intentions, [REDACTED] referred to President Obama's utterance of the "N word" and said the word during his phone conversation with MC. [REDACTED] questioned why it |

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| | | was necessary to explain and give context to students when using words they perceive as offensive. MC explained that such words can be offensive because individuals from legally protected groups have often been the targets of such words in an attempt to intimidate, bully or discriminate and it's important to provide context to students to mitigate misunderstandings or fear. |
| 4-18-16 | MC emails and calls [REDACTED] to set up an in person meeting with MC and Sue | |
| 4-19-16 | [REDACTED] emails MC | [REDACTED] gives MC times that he is available to meet |
| 4-19-16 | MC emails [REDACTED] | MC lets [REDACTED] know that he has spoken to the professor and plans on meeting with him |
| 4-22-16 | Sue emails [REDACTED] | Sue emails [REDACTED] to let him know that he is entitled to have a faculty union representative with him during the meeting |
| 4-25-16 | Sue and MC meet with [REDACTED] | Sue reminds [REDACTED] that this isn't a formal complaint but that [REDACTED] is still entitled to faculty union representation. [REDACTED] waives his right to a union rep. Sue and MC explain reasons why it is important to give context when using offensive words. [REDACTED] says that he gave the class context and would prefer that students come to him if they have concerns. Sue and MC explain that a student may not feel comfortable approaching a professor that used a word that offends them especially if the student is afraid of retaliation. MC says that he will talk to the student but also reiterated the importance of being mindful when deciding to use such words and the importance of providing context. [REDACTED] feels there's too much political correctness at American universities and says that it interferes with learning but says he understands. |
| 4-26-16 | MC sends email to [REDACTED] | MC emails and calls [REDACTED] to so set up a time to discuss MC's meeting with the professor. |
| 4-27-16 | [REDACTED] calls MC | MC talks to [REDACTED] about his conversation with [REDACTED]. [REDACTED] indicates that there hasn't been any more problems with [REDACTED] up to this point but that he would contact EO if anything else occurred. |